



TEXAS PANHANDLE CENTERS
FY2022 SUMMARY OF BENEFITS

GROUP BENEFITS

Employees become eligible for insurance benefits the first day of the month after 60 days, unless otherwise noted

MEDICAL COVERAGE	TPC Pays	Employee Pays
Employee Only	\$758.96 per month	\$68.00 per month
Employee Plus Child/Children	\$1009.02 per month	\$480.00 per month
Employee Plus Spouse	\$1027.53 per month	\$536.00 per month
Employee Plus Family (spouse + child/children)	\$1068.55 per month	\$828.00 per month

DENTAL COVERAGE	TPC Pays	Employee Pays
Employee Only	\$28.00 per month	\$0
Employee Plus Child/Children	\$28.00 per month	\$42.00 per month

Employee Plus Spouse	\$28.00 per month	\$44.00 per month
Employee Plus Family (spouse + child/children)	\$28.00 per month	\$47.00 per month

VISION COVERAGE	TPC Pays	Employee Pays
Employee Only		\$11.02 per month
Employee Plus One		\$18.58 per month
Employee Plus Multiple Children		\$18.96 per month
Employee Plus Family (spouse + child/children)		\$30.58 per month

Out of Pocket Maximum: Individual=\$8,550
Family=\$17,100

Pet Insurance		Rates vary, depending on age of pet and the coverage selected. Fully funded by staff.
Identity Theft Coverage through Aura Identity Guard		Rates vary, depending on package selected. Fully funded by staff.

PAID TIME OFF (PTO)

Up to 2 Years of Employment	2-5 Years of Employment	5-10 Years of Employment	10-15 Years of Employment	15-20 Years of Employment	20-25 Years of Employment	25+ Years of Employment
Earn 5.54 hours bi-weekly	Earn 6.46 hours bi-weekly	Earn 7.38 hours bi-weekly	Earn 8.31 hours bi-weekly	Earn 9.23 hours bi-weekly	Earn 10.15 hours bi-weekly	Earn 11.08 hours bi-weekly
250 hour maximum carryover per year	288 hour maximum carryover per year	300 hour maximum carryover per year	336 hour maximum carryover per year	360 hour maximum carryover per year	380 hour maximum carryover per year	400 hour maximum carryover per year

TelaDoc Medical Services		Staff are able to face-time or speak to a licensed provider over the phone for minor medical issues. There is no cost to the employee for this service.
CareToday Urgent Care		Staff may see a licensed provider within an urgent care setting for minor medical issues at CareToday's Bell Street or Grand Street locations for \$10 co-pay .
Life Insurance	TPC pays 1.5 times the employee's annual salary	Employee may purchase optional life insurance policies for themselves, their spouse, and/or their children.
Employee Assistance Program (EAP)	Mental health, financial, and legal counseling and consultations for employees and their household members	
Supplemental Policies	Employees may purchase the following policies from American Fidelity Assurance: Cancer Permanent Life Hospital Indemnity Insurance Disability Critical Care Accident Long Term Disability	
Holidays	New Year's Day Martin Luther King Day Memorial Day Independence Day Labor Day	Thanksgiving Day Friday After Thanksgiving Christmas Eve Day Christmas Day Staff receive one (1) Mental Health Floating Holiday and one (1) Celebrate Diversity Day! Floating Holiday on an annual basis after ninety days of

employment. Both floating holidays will be awarded on September 1st of each year and must be used by August 31st within the same year awarded. Floating holidays may only be used in eight hour blocks and may not be split on an hourly basis.

Retirement	<p>TPC will match one percent higher than employee's contributions up to 6%. Staff will be automatically enrolled into a 457 Retirement Account at one percent (1%) of their annual salary. Staff may increase their contribution or opt out at any time.</p>		<p>Employees will become vested in their retirement according to the following schedule:</p> <p>2 years: 20% 5 years: 80% 3 years: 40% 6 years: 100% 4 years: 60%</p> <p>On or before August 31st each year, fifty percent (50%) of TPC forfeitures will be allocated in equal amounts to all active participants in the retirement program</p>												
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